

RHODE ISLAND POINTS THE WAY IN SERVICES FOR ELDERS

By Maureen Maigret
Director, RI Department of Elderly Affairs

Although Rhode Island is the smallest state, we have one of the largest proportions of elders in the country! Over 150,000 Rhode islanders are 65 and older . . . and projections point to an ever-expanding population in years to come. Where do we rank in the parade of states? Take a look.

| State | Population 65+ | Percent 65+ of Population | Percent Increase 1980-1990 |
|---------------------|-------------------|------------------------------|-------------------------------|
| Florida | 2,369,000 | 18.3 | 40.4 |
| Pennsylvania | 1,829,000 | 15.4 | 19.5 |
| Iowa | 426,000 | 15.3 | 9.9 |
| Rhode Island | 151,000 | 15.0 | 18.6 |
| West Virginia | 269,000 | 15.0 | 13.0 |
| Arkansas | 350,000 | 14.9 | 12.0 |
| South Dakota | 102,000 | 14.7 | 12.4 |
| North Dakota | 91,000 | 14.3 | 13.2 |
| Nebraska | 223,000 | 14.1 | 8.5 |
| Missouri | 718,000 | 14.0 | 10.7 |
| US Total | 31,242,000 | 12.6 | 18.9 |

This survey is based on data provided by the United States Bureau of the Census. Later this fall, the State Department of Elderly Affairs (DEA) will be publishing a detailed demographic study of Rhode Island elders.

The average older Rhode Islander is a 73 year old widow who receives \$578 a month in Social Security benefits. Recognizing the special needs of Rhode Island elders has been the challenge for the DEA since 1969. Our mission is to develop, coordinate and provide the best possible network of supportive services to meet the needs of our older citizens.

How do we accomplish this mission? We support adult day care, companionship, energy assistance, home care, health promotion, pharmaceutical assistance and respite care programs, just to mention a few. Rhode Island was one of the first states in the nation to pass an elder abuse mandatory reporting law. The DEA funds a large specialized transportation network to make sure elders can keep their medical appointments, or get to the adult day care center or senior lunch program. Through our network of community care management agencies, we assist frail elders and their families in obtaining the services most appropriate to their needs. In short, we are meeting the challenge of serving our elders every day.

TINA ROSA ELECTED PRESIDENT OF RI ASPA



Tina Rosa, Training Supervisor for the Office of Training and Development, R.I. Department of Administration, was recently elected President of the Rhode Island Chapter of the American Society for Public Administration (RI ASPA) for 1993-1995. Tina, who is a graduate of Rhode Island College and a candidate for the state's Master of Public Administration degree, has been a member of RI ASPA for over five years. She has served as Vice-President and Program Co-Chair for the last two years.

National ASPA is the professional organization for public administrators where all public service disciplines, functions, levels of government and quasi-government and practitioners are brought together. Membership in ASPA provides practitioners with journals appropriate to their fields, national and regional conferences, as well as the opportunity to plan and participate in workshops and meetings addressing state and local issues of importance to Rhode Island.

In addition to President Rosa, other officers of the Rhode Island Chapter of ASPA include:

Vice President: Carmine J. Goneconte (Narragansett Bay Commission)

Treasurer: John Wood (Reilly Law Associates)

Past President: Francis J. Leazes, Jr., Ph.D. (Rhode Island College)

Executive Council: Dr. Lee H. Arnold, (Workforce 2000); William Hill, Ph.D. (Bryant College); David Levin (The Providence Center); Steven L. Castiglioni, D.P.A. (Warwick Police Department); Gary S. Misch (Naval War College); Thomas Marcello, (Dept. for Children, Youth and Families); Anthony Viscione, Jr. (Office of Auditor General)

Tina has found her membership in ASPA both rewarding and informative, both as an MPA candidate and as a 19-year state employee. "Regardless of your specialty, whether budgeting, personnel, planning, etc. ASPA is the one organization which deals with issues that cut across functional lines . . . Too often public servants remain in their functional areas without an opportunity to gain fresh perspectives from public administrators outside their unique disciplines. Membership in ASPA affords endless networking opportunities."



FROM THE OFFICE OF THE GOVERNOR

Executive Orders

| No. | Date | Subject |
|-------|---------|---|
| 93-12 | 7-29-93 | Establishes the Rhode Island Needs for the Nineties Commission to review the findings, principles, and strategies set forth in the report "Needs for the Nineties: A Human Service Agenda." |
| 93-13 | 7-30-93 | Creates a Minority Business Trust Fund for the purpose of developing a monitoring compliance and reporting program relating to equal opportunity laws, in the State's monitoring of business enterprise programs. |
| 93-14 | 8-3-93 | Authorizes the DEM Director to waive user fees at State recreational facilities, and orders that all such facilities be open to the public free of any user fees on August 9, 1993. |
| 93-15 | 8-13-93 | Orders the immediate commencement of a Rabies Awareness and Prevention Campaign in Rhode Island to be coordinated by the Director of Health with staff support from DOH and DEM. |

For more information or copies of Executive Orders, call the Office of the Executive Counsel, 277-2080, Ext. 258.

IMPORTANT NOTICE!!

AETNA AND VALIC HAVE BEEN SELECTED AS AGENTS FOR DEFERRED COMPENSATION PLAN (457).

WATCH FOR ENROLLMENT INFORMATION BOOTHS IN YOUR AGENCY DURING THE MONTH OF NOVEMBER.

pRide

Personnel pRide is published by the Office of Personnel Administration, Division of Human Resources, Department of Administration, William E. Powers Building, One Capitol Hill, Providence, RI 02908-5860.

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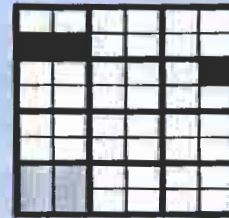
Donald J. Boisvert

A SPECIAL OFFER FOR pRide READERS

One aspect that makes the "quality of life" in Rhode Island so special is its cultural institutions. They enhance the environment for those who live here and make the State attractive for visitors and new business ventures. Sometimes, however, we take these institutions that are key to the vitality of our state for granted.

FAMILY PASS

One-time free admission for bearer and family



Museum of Art
Rhode Island School of Design
221 Benefit Street
Providence, RI 02903-2723

MUSEUM HOURS

Tuesday, Wednesday, Friday: 10:30am - 5pm
Thursday: 12-8pm, Saturday: 10:30am-8pm, Sunday 2-5pm
Summer (June 29-Sept 5), Wednesday thru Saturday: 12-5pm

When was the last time you visited the Rhode Island School of Design Museum of Art located on Benefit Street in Providence? Or more significantly, have you ever considered providing continuing support to the RISD Museum via its membership program? Benefits of membership range from free admission and a newsletter providing information on exhibitions and programs (for children and adults), to invitations to attend special openings and Museum shop discounts.

The Museum is currently in the midst of a campaign to increase its membership by one-third in anticipation of the October opening of the new Daphne Farago Wing dedicated to contemporary art. In an effort to acquaint pRide readers with the Museum, a special coupon for free family admission is provided above. If you would like to join the Museum fill out the membership coupon below or call the Membership Office at 454-6322 for more information.

To Join the Museum of Art, RISD

Please enroll me/us in the following membership category:

| | | | |
|--------------------------------------|-------|------------------------------------|-------|
| <input type="checkbox"/> Family/Dual | \$40 | <input type="checkbox"/> Sustainer | \$100 |
| <input type="checkbox"/> Individual | \$30 | <input type="checkbox"/> Friend | \$300 |
| <input type="checkbox"/> Student | \$15* | | |

Please make checks payable to The Museum of Art, RISD, and send to:
The Museum of Art, Rhode Island School of Design
224 Benefit Street, Providence, RI 02903-2723
Your Membership card(s) will be mailed promptly.

Name _____

Second Name if Dual _____

Address _____

City _____ State _____ Zip Code _____

Telephone (Day) _____ (Evening) _____

* Full time students only, proof required.



EMPLOYEE BENEFIT ISSUES

by Brian E. Keeler
Chief of Employee Benefits

Beginning October 1 through October 31, you will have the opportunity to purchase Basic and/or Optional Life Insurance. However, to purchase Optional Life, you must be enrolled in the Basic Plan. If you are not currently enrolled in the Basic Plan you may enroll during this special Open Enrollment for 1X annual salary rounded to the next higher \$1,000 without evidence of good health.

Regarding the Optional Life Plan, at this time you will be able to purchase 1X, 2X or 3X salary of coverage with a guaranteed issue (regardless of medical history) up to \$50,000 or an additional amount if you would like complete evidence of good health.

It may be easier to talk yourself out of buying Optional Life by convincing yourself it is a benefit you do not need, but we are offering it to you because we think it can be very important for the safety and welfare of your family.

For example, when you consider Optional Life from a financial planning aspect, think about the amount of assets you have in relation to the amount of debt. An additional amount of life insurance, coupled with Basic Life, could provide a safety net for your family. This extra step could help prevent mortgage foreclosure, and provide a comfortable nest egg for your children, such as educational funding.

Through the purchasing power of the 18,000 employees of the State of Rhode Island, you get rates that are significantly reduced, the ability to payroll deduct premiums from your paycheck and the convenience of avoiding physical exams or having to complete medical histories.

We feel confident that Optional Life is truly an important part of your benefits package. It offers you an easy and cost effective outlet to assure your family's financial stability if a tragedy occurs.

Please contact your Personnel Office for enrollment forms and for a copy of the latest Plan Booklet.

THINKING OF RETIREMENT?

If you are considering retirement during the upcoming year, the Employee Retirement System of Rhode Island recommends that you call their office FIRST and make an appointment to see a retirement counselor.

By making an appointment, the retirement counselor will have an opportunity to review your retirement folder and employment history before you come in. It will also ensure that an appropriate amount of time has been set aside to talk with you about the various retirement options and other benefits available to you as an ERSRI retiree.

Appointments can be made by calling 277-2203 and asking to meet with a retirement counselor. At the present time, they have three full-time counselors on staff.

For those seeking information in other areas, you are always welcome to visit the retirement office at 40 Fountain Street during their normal business hours of 8:30 a.m. to 4:00 p.m. You can also call them toll-free by dialing 1-800-752-8088.

SALTY KICKS OFF '93 SECA

Beloved R.I. radio personality Salty Brine opened the 1993 State Employees Charitable Appeal on Friday, September 10 at Harrington Hall, IMH Cranston. Yellow chrysanthemums and blue and gold balloons offset the gray skies outside, as nearly 150 state workers braved the weather to attend the campaign kickoff. "Are we our brothers' keepers?" Salty asked, as he welcomed the campaign volunteers, friends, and officials from every level and every department and agency of state government. "We can't afford not to be."



SECA Kickoff — left: Dr. Americo Petrocelli, Commissioner of Higher Education, 1993 SECA Chairman, at right, Salty Brine.

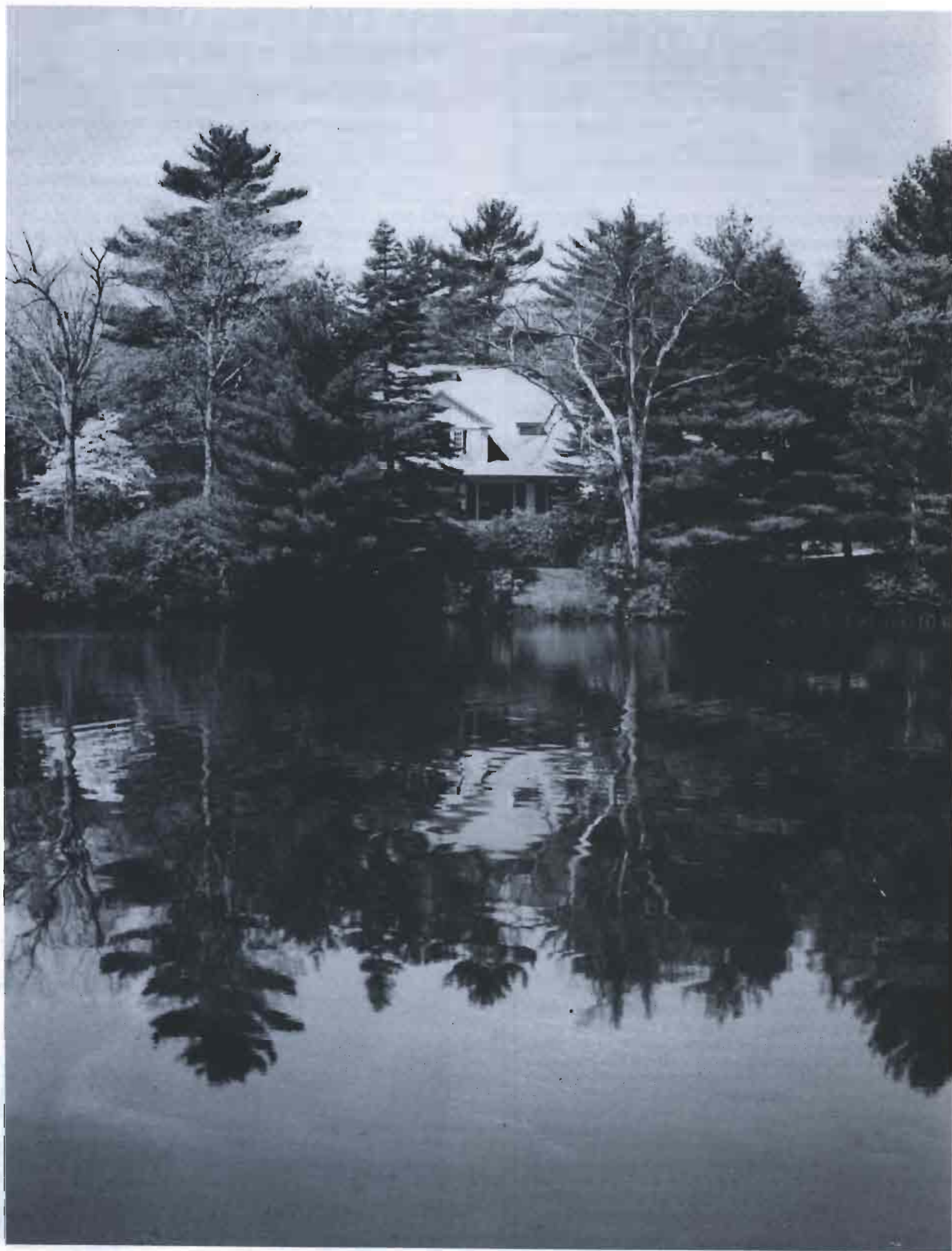
Dr. Americo Petrocelli, Commissioner of Higher Education and Chairman of the SECA campaign, cited the record results of last year's effort, but noted that only 36% of the employees contributed. Voicing his confidence that we can indeed do better, he restated the campaign slogan "We are state employees, and we care." Secretary of State Barbara Leonard offered her appreciation for the volunteers' efforts and her endorsement of the campaign.

Campaign Director Alan Axelrod announced the campaign goal of \$528,000, which is a 6% increase over 1992. This goal reflects the input of campaign coordinators who set their own goals for their departmental or agency campaigns. He observed that the large turnout and the air of enthusiasm and cooperation gave cause for optimism that this ambitious goal can be achieved.

The campaign video, produced by Capitol Television, was screened. Hosted by Pat Chamard-Chick of the Department of Employment and Training, the video features three human service agencies — J. Arthur Trudeau Center, Community Counseling Center, and Children's Crusade for Higher Education — as examples of how our SECA dollars help people in need.



SECA Kickoff — back row, left to right: Salty Brine and John Carrick, DEM; front row, left to right: Andrew DiGiulio, DOC; Pat Chamard-Chick, DET; Alan Axelrod, Campaign Director; Brenda DiPaolo, DOH; Manny Thetonia, DET and Americo Petrocelli, Commissioner of Higher Education and 1993 SECA Chairman.



WHISPERING PINES CONFERENCE CENTER: A Very Special Place

Whispering Pines. The very name conjures thoughts of peace, solitude and tranquility.

Nestled amid 2,300 secluded acres of pine-scented forests, murmuring brooks and pristine lakes, the Whispering Pines Conference Center is a first-class executive retreat in a refreshing setting that fosters concentration and encourages creative thinking. It is a place where an unhurried, informal environment has been created where guests can conduct meetings in seclusion, away from ringing telephones and daily office interruptions.

Here too, guests learn to their great surprise and pleasure, that lodges, conference rooms and other facilities named *Sycamore, Maple, Nettles, Spruce, Laurel* and *Whispering Pines* do indeed bear names that match their bucolic surroundings and are not the product of the fertile imagination of a public relations person.

W. Alton Jones, former president of the Cities Service Company, was the first to use this site for an executive retreat. While it was his private hunting and fishing domain, he often hosted meetings with world dignitaries, and entertained guests here including President Dwight D. Eisenhower and the King of Nepal among many others.



An inviting setting at Whispering Pines Lodge.

This tradition for gracious hospitality practiced by W. Alton Jones wherein each guest is treated as very special, has been retained at Whispering Pines. The feeling that each guest is visiting a friend's hunting lodge or country retreat is recreated by an attentive staff bent on making your stay at Whispering Pines a memorable one.

The property, formerly known as Hianloland Farms was given to the University of Rhode Island in 1962. Although the Jones were neither residents of Rhode Island nor affiliated with the University, they donated the property and all its furnishings, to the University of Rhode Island "without restrictions of any kind." The generosity of the Jones family is without precedent, and the importance of the gift to Rhode Island and the University cannot be measured. It remains one of the largest gifts ever received by the University.

Today, the W. Alton Jones Campus supports three distinct activities: the Whispering Pines Conference Center, the Environmental Education Center, and a research preserve of approximately 1,000 acres.

The Whispering Pines Conference Center is a very desirable location in which to hold conferences, seminars, meetings, and training activities. As a member of the International Association of Conference Centers, Whispering Pines is dedicated to supporting and facilitating small to medium sized meetings, and is able to provide high-quality learning, leisure, and living environments in a very beautiful and distraction-free setting.

If your department or agency is contemplating holding a meeting outside the office for a day, or planning to host a conference for a week, why not choose the Whispering Pines Conference Center?

Meeting Rooms — Four professionally designed and fully equipped meeting rooms are available for groups of up to 100. Each is in a separate building, allowing for maximum privacy. Comfortable break-out space is available in various settings. Guests may choose to break-out around one of the large fieldstone fireplaces, or in one of the glass-enclosed porches overlooking Eisenhower Lake. During the warmer season, patios, outdoor decks and porches are all inviting.

Food — Whispering Pines is aware of how important good food is to the success of any meeting or conference. The chefs at Whispering Pines take pride in producing savory, traditional New England fare served buffet style.

Overnight Accommodations — Comfortable guest rooms to accommodate up to 64 overnight guests are available for programs lasting more than one day.

Computer Facilities — For agendas that call for the use of computers, conference rooms are wired with multiple circuits to accommodate up to 30 microcomputers.

Audiovisual Equipment — Overhead projectors, 35mm slide projectors, 16mm projectors, cassette recorders, and video equipment (camera, playback unit, and monitors) are available.

Messages — To guarantee that conferees will not be disturbed, calls will not be put through to conference areas unless they relate to an emergency. Messages may be left with the Conference Office, and they will be delivered during meals and coffee breaks.

Handicapped Accessibility — The dining room at Whispering Pines as well as bedrooms and meeting rooms at Laurel Lodge and Sycamore Lodge are all accessible to persons with mobility impairment. Also, the campus main telephone is equipped with a TTY machine for the hearing impaired.

Recreation — Recreational facilities are free of charge to guests. Activities include tennis, swimming, canoeing, jogging, bumper pool, volleyball, and softball. Maps of walking and jogging trails are available at the office.

The Whispering Pines Conference Center is located on the University of Rhode Island's W. Alton Jones Campus, Victory Highway (Route 102), West Greenwich, RI. It is easy to reach — just 2.5 miles from Exit 5B off Interstate 95, and only 20 minutes from T.F. Green Airport.

To find out more about Whispering Pines; for a complimentary lunch and tour of the facilities; or to schedule your next meeting or conference, call (401) 397-3361 Extension 6056, or write to Conference Coordinator, Whispering Pines Conference Center, W. Alton Jones Campus, University of RI, West Greenwich, RI 02816. Learn why Whispering Pines has been called "Rhode Island's best kept secret!"



The Conference Room at Sycamore Lodge, one of the four professionally appointed conference rooms.

ENROLLING FOR CANADA LIVE INSURANCE COVERAGE

INSTRUCTIONS FOR ENROLLMENT PROCESS

The Open Enrollment process will take place between October 1 and October 31, 1993, and is designed for three categories of employees looking to change the status of their life insurance coverage.

1) Active employees NOT CURRENTLY INSURED may apply for 1x salary of basic coverage provided they are not disabled or on medical leave on the date of application.

These employees should complete a Basic Life Application which can be obtained from your personnel office.

2) Active employees currently insured for Optional Life may apply for additional units of insurance (1x, 2x or 3x salary) without evidence of insurability provided:

- The face amount of insurance is less than \$50,000.
- The employees are not disabled or on medical leave on the date of application.
- The application is made within the open enrollment period of October 1, 1993 through October 31, 1993.

If the total amount of Optional Life Insurance is greater than \$50,000, the amount of excess of \$50,000 will be subject to evidence of insurability. This "excess" amount will become effective on the 1st of the month in which the evidence of insurability is approved.

3) Active employees NOT CURRENTLY insured for Optional Life may apply for 1x, 2x or 3x salary of Optional Life Insurance under the following conditions:

- If the amount of Optional Life Insurance applied for is less than \$50,000, no evidence of insurability is necessary.
- If the amount of Optional Life Insurance applied for is greater than \$50,000, the amount in excess of \$50,000 will be subject to evidence of insurability. This "excess" amount will become effective on the 1st of the month in which the evidence of insurability is approved.
- The applicant is not disabled or on medical leave on the date of application.
- The application is made within the open enrollment period October 1, 1993 through October 31, 1993.

Retired employees NOT CURRENTLY INSURED for Optional Life are not eligible to apply.

If you would like Optional Life Insurance in an amount greater than \$50,000, please contact your Agency Personnel Office for an Optional Insurance Application with health questions.

If you would like Optional Life Insurance in an amount less than or equal to \$50,000, please complete a Payroll Deduction Authorization form and a Beneficiary Designation form which can also be obtained from your Personnel Office.

Once these forms are completed, please submit to your personnel office. They will give you additional information and explain your benefits.

See rates in box at right to calculate your premium.

| RATES | | | | |
|------------------------------|---------------|----------------|---------------|----------------|
| GROUP LIFE AND OPTIONAL LIFE | | | | |
| AGE | 26 PAYMENTS | | 20 PAYMENTS | |
| | GR. LIFE RATE | OPT. LIFE RATE | GR. LIFE RATE | OPT. LIFE RATE |
| Under 30 | .25 | .037 | .325 | .048 |
| 30-34 | .25 | .046 | .325 | .060 |
| 35-39 | .25 | .046 | .325 | .060 |
| 40-44 | .25 | .078 | .325 | .102 |
| 45-49 | .25 | .125 | .325 | .162 |
| 50-54 | .25 | .185 | .325 | .240 |
| 55-59 | .25 | .300 | .325 | .390 |
| 60-64 | .25 | .462 | .325 | .600 |
| 65 | .25 | .729 | .325 | .948 |
| 66 | .25 | .729 | .325 | .948 |
| 67 | .25 | .729 | .325 | .948 |
| 68 | .25 | .729 | .325 | .948 |
| 69 | .25 | .729 | .325 | .948 |
| 70-74 | .25 | 1.38 | .325 | 1.80 |
| 75-79 | .25 | 2.30 | .325 | 2.99 |
| 80-84 | .25 | 3.71 | .325 | 4.82 |
| 85-89 | .25 | 5.27 | .325 | 6.85 |
| 90-94 | .25 | 7.61 | .325 | 9.89 |

Rates are per \$1,000 of coverage



Intermediate Q&A Fee \$99

This course offers more indepth Q&A skills including Macros, Columnar printing, linking databases and using Lookup and @Lookup functions, importing and exporting data. 5 Fridays beginning October 1, 1993, 9 a.m. - 12 noon; 1/2 credit. Instructor: James Kenny, Ph.D.

Paternity and Child Support Establishment and Enforcement Issues Fee \$20

Continuing Legal Education for attorneys. These issues involve numerous administrative and legal procedures. Topics will include: Paternity establishment - complaints vs. acknowledgements, blood testing, summary judgements, trials and evidence adjudication and name change; Child support and establishment — guidelines, wage withholding, name change via court or administrative action; Child support enforcement — contempt motions, tax intercepts, liens, bonds, seizures. New legislation will also be reviewed including that relating to the Commission on Child Support, Seizures and Reimbursement, and Uresa Cases. Friday, October 1, 1993; 8:30 a.m. - 10:30 a.m. Instructor: Sharon Santilli, J.D.

Making Presentations Fee \$81

If you must make occasional presentations as part of your job responsibilities, then this course is designed for you! People have rated public speaking as their #1 fear; death has been rated #5! In this 18-hour class you will learn to overcome this common fear and use your anxiety to your advantage. In addition you will learn techniques, practical skills and suggestions to make your presentations more dynamic and effective. 6 Tuesdays beginning October 5, 1993. Note: (no class October 26) 1 p.m. - 4 p.m.; 1/2 credit. Instructor: Diane M. Hill, M.A.

Situational Leadership and Delegation Fee \$35

Flexibility is the key to managerial success! This 15 hour program teaches managers how to master four leadership styles: Directing, Coaching, Supporting, and Delegating. Flexible managers can draw on these different styles to best meet the needs of their employees. You will determine your own leadership style and will develop skills to help apply all the leadership styles to the myriad of employee situations you regularly encounter. Thursday, October 14, 9 a.m. - 4 p.m.; Friday October 15, 9 a.m. - 12 noon; Thursday, October 21 and 28, 9 a.m. 12 noon; 1/2 credit. Instructor: Diana Donovan, M.Ed.

Arbitration Practice and Procedure

In Rhode Island Fee \$20

Continuing Legal Education for Attorneys

The legal framework for labor arbitrations (GL 28-9-1) and state personnel policy considerations will be the focus of this training. Topics will include: The arbitrator's authority and issues of arbitrability — *Jacinto vs. Egan*, *Steel Workers Tilogy*, *Providence Teachers*, *Coventry Teachers vs. Coventry School Committee*; Enforcement of arbitration awards — Unfair labor practices (28-7-13), Confirmation and contempt (28-9-22), *Narragansett Electric Co. vs. Harsch*; Vacation and modification of awards — Statutory basis (28-9-18), *case law* (28-9-19), *Belander vs. Matterson*, *Jacinto vs. Egan* and *Narragansett Electric Co. vs. Harsch*. Monday, October 18, 1993; 9 a.m.-11 a.m. Instructor: John Turano, M.S. J.D.

Introduction to the Disk Operating System (DOS) Fee \$20

This course will serve as an introduction to the Disk Operating System. Topics will include basic DOS commands, making and removing sub-directories, copying files, and formatting disks. Each participant will have their own computer. Course 1: Friday, September 17, 1993; Course 2: Tuesday, October 19, 1993; Course 3: Wednesday, December 8, 1993. All classes meet 9 a.m. - 12 noon. Instructor: Michael Hughes, M.A.

CPR Fee \$20

This course is relevant to employees who wish to learn basic, adult-to-adult one-person applied CPR and intervention methods to help choking victims. Participants will receive Heart Association Certificates of completion. Centers for Disease Control guidelines are strictly followed for sterilization of the manikin. Wednesday, October 20, 1993, 9 a.m.-12 noon. Instructor: Karen Grant, M.P.H. Note: Protective masks are unnecessary, but feel free to bring your own if you would feel more comfortable. Masks can be purchased at any medical supply store for approximately \$5 - \$10.

Secrets of Secretarial Sanity

(Formerly Secrets of Secretarial Success) Fee \$75

In this 15-hour course, designed specifically for secretarial and clerical employees, you will learn specific workplace communications and assertive skills, time management techniques, and stress management skills to enhance your job performance and make your job easier! October 21 (9 a.m. - 12 noon), October 27, November 3, 10, and 17, 1993 (1-4 p.m.); 1/2 credit. Instructors: Tina M. Rosa, Dorothy D. Zimmering, M.Ed., and Susan Jacobs Reidy, A.C.S.W.

Financial Planning Fee \$15

Attaining a comfortable financial future can be a challenge! But with key information and strategies to assist, you CAN reach your financial goals! Learn how you can set financial goals, build your assets safely, and assess the insurance protections appropriate for you! Thursday, October 21, 1993; 3 p.m. - 5 p.m. Instructor: Christine Roessell, C.F.P.

Employment Discrimination Fee \$20

Continuing Legal Education for Attorneys.

This broad area of law covers such specific discrimination issues as: Handicapping conditions and the requirement for reasonable accommodations; Sex — Including pregnancy and sexual harassment; Ancestral origin — involves English only rules and the Immigration Reform and Control Act; Age; Religion — reasonable accommodation needs; Race or color; Sexual Orientation. The process of filing a charge or lawsuit, retaliation against the employee, and damages related to the above will be presented. Related issues/laws such as discrimination in contracts, Chapter 42-87, and the use of lie detector, blood and urine tests will also be covered. Wednesday, October 27, 1993; 8:30 a.m. - 10:30 a.m. Instructor: Cynthia Hiatt, J.D.

Using the TDD Fee \$5*

This mini-course will provide participants with the knowledge and skills necessary to operate a Telecommunications Device for the hearing impaired. Monday, November 15, 1993; 9 a.m.-12 noon. Instructor: George Whalen.

*This course is co-sponsored with the State Building Commission.

Provide For Your Family's Future For Just A Few Dollars A Month.

Nobody likes to talk life insurance. No matter how pressing the need. That's why at Canada Life, we've tried to make it as simple as possible and as economical.

Canada Life's Optional Life Program gives you maximum coverage and benefits at low group rates. And it's available through your employer today.

This is term life insurance from Canada Life, one of the highest-rated insurance carriers in the U.S. For just a few dollars a month, you can protect your family from the financial nightmare that could occur if something should happen to you.

Enrollment Is Easy

If you enroll now there's no physical exam required if your coverage is within a certain limit.

Making your payment is hassle-free too. Your low monthly payments are deducted automatically from your paycheck.

Plan booklets are available in your agency personnel office. They can also give you information on how and when to enroll. And don't worry. This is one plan that won't take a big bite out of your paycheck.



CANADA LIFE